Non-implementation of the Payment of Gratuity act in Navodaya Vidyalayas

1754. SHRI GURUDAS DAS GUPTA: Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

(a) whether it is a fact that the Ministry did not implement the payment of gratuity as provided under Payment of Gratuity Act, 1972, as-notified by Government of India *vide* amendment Gazette Notification, dated 6th September, 1997 to the eligible employees working under Navodaya Vidyalaya Samiti; and

(b) if so, the reasons and justifications thereof?

THE MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT (SHRI JAYSINGRAO GAIKWAD PATIL): (a) and (b) The matter regarding extension of the benefit of gratuity as applicable to Central Government employees was considered by the Government and was not agreed to for the following reasons;

(i) The provisions contained in the DOPT's OM No. 4/1/87- PIC .II dated 1.5.87 read with DOPT's O.M. No. 4/1/87-PIC. I dated 1.5.87 are applicable to the Central Government employees who were governed by the CPF Scheme, were in service on 1.1.1986 and who were in service on the date of issue of the orders dated 1.5.87. Regular appointments to teaching/non-leaching posts in NVS started w.e.f. 1.5.89 and 1.5.91 respectively. The provision contained in the DOPT's O.M. dated 1.5.87 are not applicable to the employees of autonomous bodies.

(ii) No recommendations to changeover from the CPF Scheme to Pension Scheme or extension of the benefits of DCRG to the Central Government employees who had specifically opted to be governed by the CPF Scheme after 1. 1.86 has been made by the Fifth Central Pay Commission.

(iii) Since the employees of the NVS are governed by the CPF Scheme, they are not eligible to the benefit of DCRG as applicable to the Central Government Employees governed by the CCS (Pension) Rules, 1972.Navodaya Vidyalaya Samiti has now sent a proposal to cover the employees of the organisation under the Payment of Gratuity Act 1972 as amended in 1997.